



PETROLIN GROUP
Global Compact

COMMUNICATION ON PROGRESS
2019

Petrolin is a Pan-African international group¹ which operates in the fields of hydrocarbons and infrastructure with a policy of business start-ups and partnerships that focuses on the promotion of African values, through a participatory process with local stakeholders.

Drawing on a robust international network and highly developed local networks, Petrolin Group plays a catalytic role in innumerable projects in Africa.

Petrolin Group is committed to the compliance with the principles of good governance within all its subsidiaries by integrating socioeconomic and environmental dimensions into its corporate strategy.

¹www.petrolingroup.com

25 YEARS OF DEVELOPEMETNT IN AFRICA

& MORE!

25 ANS DE DÉVELOPPEMENT EN AFRIQUE



ACTIVITIES

- Oil & Gas
- Infrastructure
- Business aviation
- Real Estate, hospitality
- Media & telecom
- NGO FEA

ACTIVITÉS

- Pétrole
- Infrastructure
- Aviation d'affaires
- Immobilier, hôtellerie
- Medias & télécom
- ONG FEA

Human rights

Principles 1 and 2: Businesses should support and respect the protection of internationally proclaimed human rights and they should make sure their own corporations are not complicit in human rights abuses.

The Global Compact requests that its participants promote and respect Human Rights without any distinction on such grounds as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status, by paying special attention to the rights of vulnerable groups, including women, children, people with disabilities, indigenous peoples, migrant workers, older persons etc.

As far as Petrolin Group is concerned, respect for the law is a fundamental rule which is binding on all employees. Similarly, any discussion with potential business partners is subject to prior assessment of the partners in question, especially with regard to respect for women, men and the regulations in force.

In its efforts to contribute to improving the living conditions of the African populations, Petrolin Group pursues a multi-level policy of socio-economic integration. The Group's development strategy is grounded on equal opportunities and the creation of environments that are conducive to the promotion of local skills while enhancing their expertise and knowledge of regional particularities.

As every year, in 2019 a portion of the revenue from the Group's commercial activity was allocated to social, health and cultural projects in Africa.

In order to contribute to the right to education, more than hundred scholarships were awarded, through its humanitarian arm, Fondation Espace Afrique² (FEA). Also, the Group provided its usual support to a rural primary school in Mpaga, Gabon, which enabled us to continue to pay for the education, care and boarding of 100 or so children. In the same vein, Petrolin supported a school for underprivileged children in Benin as part of a school program enriched with a curriculum on agro-ecology apprenticeships.

Several actions aimed at providing access to primary health care were carried out in various countries in Africa. From that point, a screening campaign for diabetes and high blood pressure³ was undertaken

² <https://espaceafrique.org/>

³ https://www.youtube.com/watch?time_continue=13&v=FDyU0hgff9Q&feature=emb_logo

in Adzopé, Côte d'Ivoire, which permitted the identification of several cases. In order to extend screening for both diseases beyond the scope of the screening campaign, the Group is considering other future actions. In addition, Petrolin continued to raise awareness as part of the program to fight AIDS in the Ivorian region. Thus, in 2019, the program supported nearly 2'300 people. In Benin, at the request of the National Association of Social Assistants, FEA funded the production of an information brochure on pregnancy management in schools and training workshops, a batch of which was delivered to Benin's Ministry of Social Affairs.

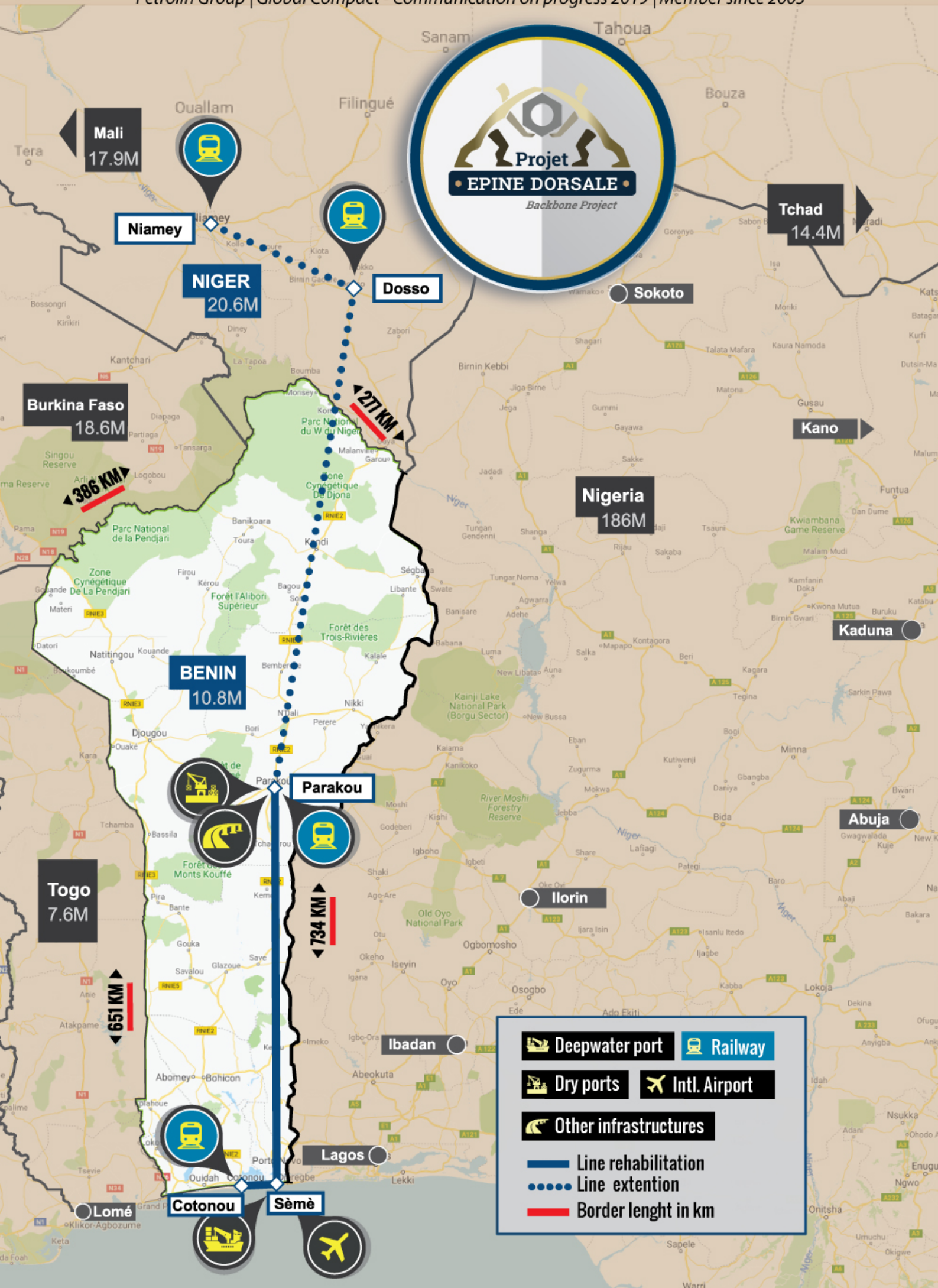
The subsidiaries of Petrolin Group share its commitment and concern for the well-being of local populations. Accordingly, in Nigeria, Niger Delta Exploration Production (NDEP), a company in which Petrolin has a significant stake, provided support to its host communities by investing in access to health care for the elderly, and in the extension of the building housing Ogbele's maternity hospital. The project seeks to cater for pregnant women from all our communities, in addition to providing accommodation for medical doctors and nurses.

Furthermore, socio-economic programs were carried out in a bid to eradicate poverty by making the populations of the regions in which we operate more self-sufficient. For example, bags of fertilizers were provided to the women of Albumeze to ramp up their agricultural activity and food production. Also, investments were made in the development of infrastructure by drilling two wells to give an entire community access to water.

In another realm, and to celebrate the International Days of Health, Women and Men, NDEP organized a half-marathon walk, interdepartmental competitions and launched the Cultural Month. Furthermore, in order to support host communities in the Niger Delta, the company awarded 126 scholarships to students from the Obumeze and Rumuekpe communities. It also bought supplies for the Rumuekpe secondary school and covered the cost of overseas tuition for a student from the Otari community.

Throughout 2019, the Group continued to work within the framework of its "Epine Dorsale" or Backbone Project⁴; an extensive program of interconnected transport infrastructure, conducted by its subsidiary PIC Network Ltd. The program was designed to meet a constant demand for goods and services, while creating an economic dynamic that generates growth, jobs and prosperity covering several countries in West Africa.

⁴ Regional infrastructure program in Benin: railways, deep water port, dry ports and airport (www.projetepinedorsale.com).



Labor law

Principles 3, 4, 5, and 6: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining. They should uphold the elimination of forced or compulsory labour. Businesses should uphold the effective abolition of child labour and the elimination of discrimination in respect of employment and occupation.

The Global Compact calls for respect for workers' rights and the elimination of all forms of discrimination.

Our hiring and salary treatment policy is based on the provisions of the laws of the countries in which we operate, without any distinction on the grounds of origin, gender, religion or other. Our subsidiaries and affiliates are also committed to a non-discrimination policy towards employees and partners based on their socio-cultural background.

In respect of the freedom of association and collective bargaining, as far as the fundamental rights of all workers are concerned, Petrolin Group recognizes these rights and cannot oppose them. To name but one example, our aviation subsidiary Comfort Jet Services has had a staff representative since 2015, elected every two years.

In 2019, as in previous years, we supported the training of the local workforce, skill enhancement and the promotion of job creation. This year, we hosted two young trainees in different departments. Petrolin plans to hire them at the end of their internship period, thereby strengthening the female workforce within the Group. In addition, a new employee responsible for quality, safety and environment was hired, thereby completing the team of our subsidiary in Benin and strengthening the staff capacity through in-house training.

To support our employees in their development, Petrolin has taken their needs into account, particularly by providing specific training all year-round.

Environment

Principles 7, 8 and 9: Businesses should support a precautionary approach to environmental challenges; they should undertake initiatives to promote greater environmental responsibility and they should encourage the development and diffusion of environmentally friendly technologies.

The Global Compact calls on businesses not to cause any damage to the environment and to be good community players.

In 2019, various actions to promote environmentally-friendly and energy efficiency initiatives continued. In this respect, a committee was set up to better monitor developments in computer equipment and acquisitions so as to avoid unnecessary purchases. The committee began work on providing equipment and tools to reduce our carbon footprint and optimize our recycling capacity for certain equipment.

In Nigeria, NDEP launched a water conservation policy in 2019. The purpose was to raise personnel awareness regarding water as a depletable natural resource. Consumption meters were installed in the field at some sites to monitor the use of water, thus enabling its optimal use despite the significant increase in our operations during the year.

Companies in which we hold an interest ensure as a rule that there is no discharge, in whatever form, to the environment. The necessary operational discharges are treated and reinjected into an approved well without polluting the surrounding flora and fauna. The zero waste and dumping policy helps reduce our carbon footprint.

With regard to the infrastructure sector, and as part of the “Epine Dorsale” or Backbone Project, in 2019 PIC Network, the Group’s subsidiary, mandated a consulting firm to carry out an assessment of the railways in Benin. The study, which integrates technical diagnoses and the economic feasibility, also includes the environmental and social impact assessment studies on the areas concerned. The purpose is to put forward measures to minimize potential undesirable impacts on the environment. The study includes an analysis of the Project's compliance with Benin’s laws, regulatory practices in the area of the environment and sustainable development and the policies of service providers.

In Togo, our aviation subsidiary implemented solar lighting. In terms of CO₂ emissions, it is required to report greenhouse gas emissions to the Directorate of Civil Aviation, and to take measures to reduce those emissions through operational procedures or equipment modernization.

In the agricultural field, the Group pursued its contributions to the development and dissemination of environmentally friendly technologies. Its agro-ecological and biological initiatives at the International Center for Experiments and Valorization of African Resources (CIEVRA)⁵ in Benin are one such example. In 2019, the space dedicated to organic farming was expanded and redeveloped, allowing for an increase in production and further training of local farmers. Besides, this also had a positive economic impact which translated into increased revenues.

For the eleventh consecutive year, the organic certification of the CIEVRA's agricultural products was renewed in 2019 by BCS Öko-Garantie GmbH, the German control body.

In terms of invoicing, quotation and correspondence, we accept and prefer electronic means. In this regard, special attention is paid to electronic data management. Concerning the dematerialization of documents, we continued to work for better information management so as to reduce our dependence on paper to the minimum, while avoiding using up the storage capacities of our servers and consuming unnecessary energy. Accordingly, awareness-raising efforts were underway to assist the various users in a rational use of the resources made available to them.

Still within a posture of reducing our ecological footprint, environmentally-friendly advanced means of work and assistance were put in place. When traveling, Petrolin Group encouraged its staff to give preference to the use of public transport or soft modes. For travel, where possible, the Group opted for less polluting alternatives, such as trains, and favored meetings via videoconference.

Among other practices, Petrolin continued with water fountains in some subsidiaries, including Comfort Jet in Togo, while in others glass bottles replaced plastic bottles. We kept collection and sorting points for various used items, including paper, ink cartridges, batteries, electronics, just to name a few. These points allowed us to become more aware of our mode and level of consumption.

⁵ CIEVRA, Benin (<https://espaceafrique.org/projets/cievra/>)

Fight against corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

The Global Compact asks businesses to proactively develop concrete policies and programs to address corruption at all levels.

Petrolin Group pursued a policy of zero tolerance to bribery and any other corrupt practices. As every year, in 2019 its results were presented to external auditors and validated by the relevant authorities.

In addition, Petrolin laid a special emphasis on the ongoing improvement of its management system in order to constantly be in line with international and regional practices in accordance with existing laws. To evolve and enable its employees to evolve in a healthy environment - by promoting good work dynamics and by following a code of conduct that promotes transparency and accountability - has been a constant since 1992, the year its first subsidiary was created.

In 2019, we continued to build on this momentum to maintain the same standards of strictness, and ensure flawless professional, personal and ethical quality in all our workplaces.

For Petrolin Group, good governance is an essential instrument for its survival and the sustainability of all its actions.

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